



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JUNE 17, 2016

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:01 a.m. on June 17, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Arnold Nesbitt
Janet Palmtag

Rita Griess, Vice Chairperson
Michael Carpenter
Royce Jeffries

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Unit Director
Andrea Berry, Investigator III

Stan Odenthal, Executive Director
Gretchen Eure, Unit Director
Ben Watson, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the June 17, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Nesbitt moved to approve the May 20, 2016 Commission meeting minutes.

Commissioner Drumheller seconded the motion.

ROLL CALL:

Ayes: Drumheller, Griess, Nesbitt, Palmtag
Nays:
Abstained:
Motion Carried

MAIN OFFICE:

301 Centennial Mall, South ☐
PO Box 94934
Lincoln, NE 68509-4934
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112
www.NEOC.nebraska.gov

BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐
Omaha, NE 68102-1836
Phone: 402-595-2028
Fax: 402-595-1205
800-382-7820

505A Broadway Suite 600 ☐
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
Fax: 308-632-1341
800-830-8633

IV. ADDITIONS OR CORRECTIONS

Under Section X. CONCILIATION, please add NEB 2-14/15-6-45711.

Under Section XIII. BUSINESS, 3. Website, please add "and PSAs."

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this time.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 1-15/16-9-47352 (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt

Nayes:

Abstained:

Motion Carried

NEB 1-15/16-10-47368 (Complainant and Respondent were present.)

Commissioner Palmtag moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt

Nayes:

Abstained:

Motion Carried

NEB 2-15/16-2-3249-H (Respondent was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL:

Ayes:	Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:	
Abstained:	
Motion Carried	

NEB 1-15/16-12-47518 (Complainant was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:
Abstained:
Motion Carried

NEB 1-15/16-10-47360 (Complainant was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:
Abstained:
Motion Carried

NEB 2-15/16-1-47195 (Respondent was present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt
Nayes:
Abstained:
Motion Carried

The Commission took a short break.

Page - 4 -

ROLL CALL:

Ayes:	Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:	
Abstained:	
Motion Carried	

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-15/16-4-3268-H

Commissioner Drumheller moved to administratively close the above case based on withdrawal by Complainant.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt

Nayes:

Abstained:

Motion Carried

B. LACK OF JURISDICTION

NEB 1-15/16-3-3264-PA

Commissioner Drumheller moved to administratively close the above case based on lack of jurisdiction.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt

Nayes:

Abstained:

Motion Carried

C. COMPLAINANT FILING IN COURT

NEB 2-15/16-9-47079

Commissioner Drumheller moved to administratively close the above case due to Complainant filing in court.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt

Nayes:

Abstained:

Motion Carried

X. CONCILIATION

NEB 2-14/16-6-45711
Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliations.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt
Nayes:
Abstained:
Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

NEB 1-14/15-2-45584 Hunter, Jr. vs. NE/Corrections, Department of

Commissioner Nesbitt moved to accept the recommendation of the hearing officer and dismiss the case.

Commissioner Carpenter seconded the motion.

ROLL CALL:

Ayes:	Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:	
Abstained:	
Motion Carried	

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Staffing

Director Albers informed the Commission that two new investigators have started. A third investigator will begin in July.

2. EEOC Contract

Director Albers told the Commission that the contract has been signed.

3. Website and PSAs

Director Albers said that the agency had been working with the Office of the Chief Information Officer to develop a new web site. She added that the agency also worked with Nebraska Educational Television to develop some public service announcements. They were shown to the Commission.

4. Approval of In-State Travel for next FY

Commissioner Drumheller moved to approve in-state travel for the next Fiscal Year. Commissioner Nesbitt seconded the motion.

ROLL CALL:

Ayes:	Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:	
Abstained:	
Motion Carried	

5. Previous Month's Budget Reports

Commissioner Carpenter moved to approve and accept the previous month's budget reports. Commissioner Drumheller seconded the motion.

ROLL CALL:

Ayes:	Palmtag, Carpenter, Jeffries, Drumheller, Griess, Nesbitt
Nayes:	
Abstained:	
Motion Carried	

6. Personnel Matters

Commissioner Drumheller moved to enter Executive Session to discuss personnel matters and not needlessly damage any reputation.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Palmtag, Carpenter, Jeffries, Drumheller, Griess,
Nesbitt
Nayes:
Abstained:
Motion Carried

The Commission entered Executive Session at 11:32 a.m.

Commissioner Jeffries seconded the motion.

Motion Carried

XV. ADJOURNMENT

Commissioner Drumheller declared the June 17 Commission meeting ended at 11:51 a.m.

Respectfully submitted,



Cat Souliere
Staff Assistant

June 17, 2016
Date



Barbara Albers
Executive Director

June 20, 2016
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of June 17, 2016 have been corrected and accepted, and henceforth approved on this date.



Chairperson

7-22-16
Date